



Martin O'Malley, Governor
Anthony G. Brown, Lt. Governor
Joseph P. Gill, Secretary
Frank W. Dawson III, Deputy Secretary

TESTING PROCESS

The hiring process for Officer Candidates is structured, rigorous and detailed. It is designed to help select those applicants who are most qualified.

Below you will find an overview of the process. You must successfully complete each step to move on in the process.

Functional Fitness Assessment

You will be evaluated based on a standardized set of criteria.

The standards are as follows:

- Push-Ups: eighteen (18) in one minute
- Sit-Ups: twenty-seven (27) in one minute
- Flexibility: approximately 1.5 inches beyond toes (while seated)
- 1.5 Mile Run: maximum time of 15 minutes and 20 seconds (15:20)
- Handgun Trigger Pull: must pull trigger ten (10) times with each hand

Written Examination

You will complete a written examination.

Polygraph and Background Investigation

You must submit to a detailed polygraph examination.

In addition, an investigator will research your background by contacting your friends, relatives, employers, schools, etc.

Medical and Psychological Examinations

You will undergo extensive medical and psychological screenings, including a written psychological test and interview with the agency psychologist.

Police Selection Committee Applicants will be placed on an eligibility list based on a comprehensive review of all elements of the process by a Police Selection Committee. Applicants who meet the qualifications are most likely to meet the challenges of a career as a Natural Resources Police Officer and will be ranked in one of the three categories: Best Qualified, Better Qualified, or Qualified.

PLEASE NOTE: It is the goal of the Maryland Natural Resources Police to hire applicants who possess the qualifications and the dedication to become a Natural Resources Police Officer. Please understand that if you successfully complete all phases of this process, you MAY receive a Final Offer of Employment. Officer Candidates are hired based upon the needs of the agency. Successful completion of all phases of the hiring process does not guarantee a Final Offer of Employment.

If you have questions about this hiring process, please contact the recruiter at 443-534-2288.



Maryland Natural Resources Police • Tawes State Office Building • 580 Taylor Avenue • Annapolis, Maryland 21401
410.260.8DNR or toll free in Maryland 877.620.8DNR • www.dnr.maryland.gov • TTY users call via Maryland Relay